

TERMINAL LEARNING OBJECTIVE

**Analyze the NCO Evaluation
Reporting System**

NCOERS DESIGN OBJECTIVES

- **Strengthen the ability of the NCO Corps to meet the professional challenges of the future.**
- **Ensure the selection of the best qualified NCOs to serve in positions of increased responsibility.**

NCOERS DESIGN OBJECTIVES (cont)

- **Contribute to Army wide improved performance and professional development by increased emphasis on performance counseling.**

PURPOSE OF DA FORMS 2166-8-1 AND 2166-8

- **(DA 2166-8-1) To prepare, conduct, and record performance counseling sessions with rated NCO.**
- **(DA 2166-8) To provide DA with performance and potential assessments of each rated NCO.**
- **(DA 2166-8) To ensure sound making of personnel management decisions.**

COMMANDERS' RESPONSIBILITIES

(to establish controls)

- **AR 623-205 is available to rated NCO and rating officials.**
- **Rating chains correspond to the chain of command.**
- **For all except ARNGUS, official rating chains published and distributed to rated NCO.**

COMMANDERS' RESPONSIBILITIES (cont)

- **For ARNGUS, official rating schemes are published and posted.**
- **Rating official is fully qualified to meet his or her responsibilities.**
- **Rating officials give timely counseling.**
- **Reports are prepared by the rating officials designated in published rating scheme.**

COMMANDERS' RESPONSIBILITIES (cont)

- **Rated NCO provided a copy of completed evaluation report.**
- **NCOs receive assistance in appeals.**
- **Reports carefully prepared and submitted on time.**
- **Performs duties when a report appears illegal, unjust or in violation of this regulation.**

DELEGATED RESPONSIBILITIES OF THE NCO SUPPORT CHANNEL

- **Quality control**
- **Accuracy**
- **Submitted on time**

REPORTS BY CODE AND TYPE

- 1. First (Does not apply to Active Army)**
- 2. Annual**
- 3. Change of rater**
- 4. Complete the Record**
- 5. Relief for Cause**
- 6. Release from AT/ADT/ADSW/AGR/EAD/TTAD**
- 7. 60-day Rater Option**
- 8. Senior Rater Option**

PROCEDURES

- **Part I, Administrative Data.**
 - **Part I a, Name will be capitalized, para 3-7d(1).**
 - ***Rated NCOs e-mail address on page 2, (SH-2, para 3A.)**
 - **Part I h, Four-digit numerical identifier for the year, para 3-7d(7).**
- **Part II, Authentication.**
- **Part III, Duty Description.**
 - **Part III d, E-mail address of all three rating officials will be entered on the last line, (SH-2, para 3A and SH-3, para 4).**

PROCEDURES (cont)

- **Part IV, Army Values/Attributes/Skills/Actions.**
 - **Part IV a, Addition of Army Values**
 - **Part IV c, “Received APFT badge” justifies an excellent rating, para 3-11a.**
- **Part V, Overall Performance and Potential.**

RATER QUALIFICATIONS / RESPONSIBILITIES

- **Immediate supervisor for 90 days**
- **Sergeant or above and senior**
- **Counsel rated NCO**
- **Prepare separate DA Form 2166-8-1**
- **Assessment of performance**
- **Prepare fair and correct DA Form 2166-8**

SENIOR RATER QUALIFICATIONS / RESPONSIBILITIES

- **In direct line of supervision for and designated for minimum of 60 days**
- **Senior to rater by pay grade or DOR**
- **Obtain NCO's signature on NCOER**

REVIEWER QUALIFICATIONS / RESPONSIBILITIES

- **In direct line of supervision and senior in pay grade or DOR to senior rater**
- **Ensure rater and senior rater complete the report**

RC QUALIFICATIONS AND RESPONSIBILITIES

- **Rater (Non-AGR) para 4-11 and 5-12**
- **Senior rater**
- **Reviewer**

SCENARIO 1

SGT Smith was due an annual NCO-ER last month. Smith's rater completed the NCO-ER but was relieved prior to signing it. Smith's senior rater and reviewer have been the same during the entire rating period.

APPEALS

- **Evaluation reports and appeals**
- **Timeliness**
- **Processing and resolution**
- **Priorities**
- **Burden of proof and type of evidence**